



WORKING AS ONE

WHAT'S MY RATE?

New Zealand Industrial and Trades Wage Report - 2019

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Foreword

Welcome to the inaugural What's My Rate? New Zealand Industrial and Trades Wage Report by OneStaff, an in-depth analysis of New Zealand's core industrial sectors: Manufacturing, Production & Logistics; Commercial & Hospitality; Trades & Services; Construction & Infrastructure; and Engineering.

We'd like to thank the more than 10,000 people who responded to the survey. Your input has helped to produce one of the most comprehensive reports on the state of New Zealand's industrial and commercial sectors; providing invaluable insights that can be used by employees and employers alike to take stock and improve their workplaces across the country.

We looked at overall remuneration trends and how qualifications, location, roles, and overtime impact on pay rates. The data reveals a number of significant talking points, including a stark gender imbalance, both in terms of the roles that men and women have and how much they are paid. We also assessed job satisfaction across the sectors to answer the age-old question: can money buy happiness? For employers, we reveal what management traits employees value most as well as what they look for when considering a new job.

We're sure that employees and employers working in any of these sectors will find plenty of valuable information in this report. It's designed to let you see where you stand in your industry and equip you with information to empower you to progress in your career and/or implement positive changes in your workplace. Please read on and enjoy the first What's My Rate? New Zealand Industrial and Trades Wage Report.

Methodology

We worked with an independent third party to create an online survey tool (www.whatsmyrate.co.nz), which we then used to survey New Zealanders in the Industrial & Trades professions. Invitations to complete the survey were sent out to the OneStaff candidate and client databases, in addition to a wide-ranging social media campaign targeted at people across the country within the relevant professions and industries.

Our approach was designed to achieve a broad, but representative sample of the New Zealand construction sector. All responses were collected anonymously, giving each respondent the opportunity to freely provide their opinions and information. We received 10,176 responses overall between November 2017 and June 2018. With a sample size of 10,176 and an estimated population size within the construction sector of 559,400¹, the margin of error at a 95% confidence level is +/- 1%.

¹Statistics New Zealand, "Quarterly Employment Survey: September 2018 – Quarter Supplementary Tables," *Labour market statistics: September 2018 quarter, 2018*

Executive Summary

Most employees in New Zealand go to work each day without knowing where they stand compared to their colleagues and others working similar jobs around the country. Because of this, many don't know how much they should be earning or the best ways to increase earning potential.

On the other side of the fence, staff satisfaction, retention, diversity, and company culture have all emerged as key issues in recent years, and employers and managers are often left wondering about the most effective ways to improve these factors. This is why OneStaff has created the What's My Rate? New Zealand Industrial and Trades Wage Report; we wanted to provide a comprehensive snapshot of New Zealand's industrial sector to empower employees and employers to improve working life across the country.

The report is the result of a survey completed by more than 10,000 people across six sectors. We analysed the data to uncover valuable findings related to remuneration, workplace happiness and satisfaction, experience and qualifications, the gender pay gap and representation, roles and responsibilities, and preferred management traits.

While the survey was about finding out how much employees should be earning for a fair day's work, the data also reveals many other significant insights. For example, the information in this report can be used by employees to plan career progression by understanding what types of qualifications and training are most closely correlated with higher pay. It also highlights median pay rates in different locations to help workers determine if moving to a different area makes financial sense or not. For employers, the data provides a range of insights on market rates, as well as a number of clues as to what staff value in a workplace and what might be lacking - the kind of honest feedback you might not get in a face-to-face meeting.

A summary of our key findings:

- Experience only has an impact on pay up to a certain point, peaking at around 20 years, before decreasing again slightly at 30.
- Pay was correlated fairly predictably with other variables; those with specific training were paid more, those who were paid more tended to be more satisfied.
- The highest paid areas tended to be those where most work seems to be taking place: Auckland, Northland, Canterbury, Otago, Taranaki.
- People who travelled further to work tended to get paid more.
- Men were paid a huge 20% more than women, nearly double the average gender pay gap in NZ (11.8%) according to Statistics NZ.
- Staff who were paid less than \$30 p/h were significantly more likely to consider new employment opportunities than those who were paid more than \$30 p/h.
- Moving into a management position (responsible for 1-5 people) results in a median pay increase of \$3 p/h.
- Engineering had the highest median remuneration and Commercial & Hospitality, the only sector that's dominated by women, had the lowest.
- The thing that people wanted most out of their manager was for them to lead by example.
- Overtime also followed predictable trends. It tended to have little bearing on most other variables, with little difference in terms of satisfaction. Those who undertook overtime averaged \$1 p/h more than those who did not, showing that being prepared to put in the extra hours also results in a nominally higher wage.

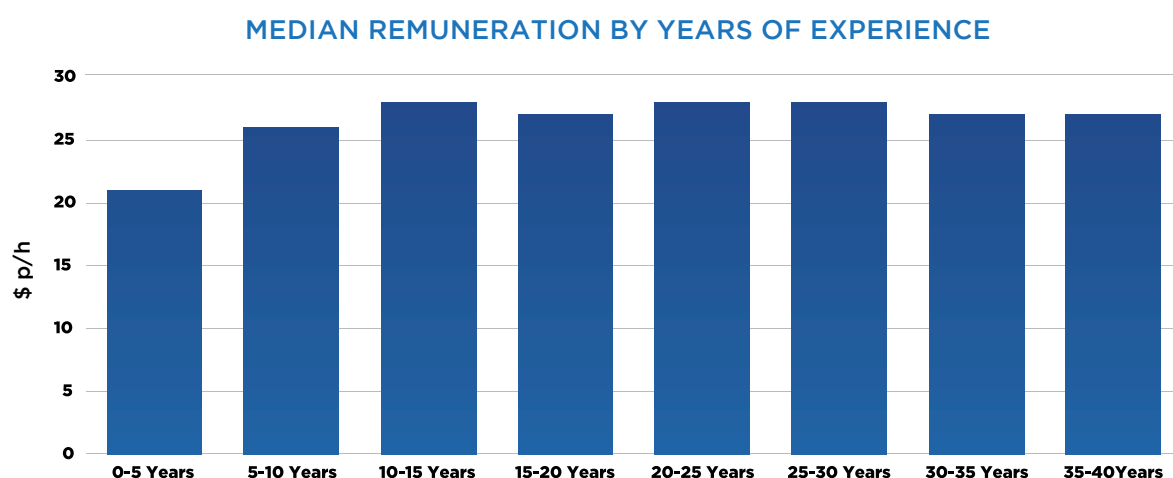
Remuneration Trends

Pay is the reason why most New Zealand employees head off to work each day. It not only influences job satisfaction, but largely determines overall quality of life. Understanding the factors that have the most significant impact on pay can help employees to plan their careers with greater purpose and certainty. Employers can use this data to see where they currently sit on the remuneration spectrum, which may assist with staff retention and fostering a more engaged, valued, and productive workforce.

Our inaugural survey reveals clear remuneration trends in the Manufacturing, Production & Logistics; Commercial & Hospitality; Trades & Services; Construction & Infrastructure; and Engineering sectors in New Zealand. Pay had predictably strong correlations with work experience, location, tenure (how long someone has been in the same job), pay satisfaction, and feeling valued/ supported in professional development.

Experience

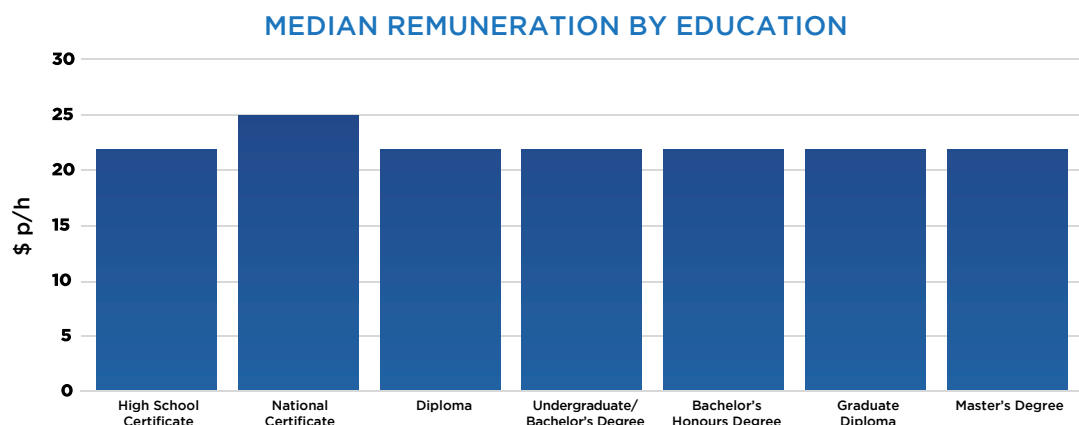
The data shows that experience has an impact on pay up to a certain point in a person's career. Staff who are new to the workforce, with up to five years' experience, are paid the least (a median of \$21 p/h). Median pay peaked at \$28 p/h for those with between 20 and 30 years' work experience. This makes sense as it's typically when staff enter into middle or senior management roles, where they have greater responsibilities.



What's interesting is that the rate of pay increase slows down at the 10-year mark, which suggests that this is a stage where careers tend to plateau. Following on from this, median pay drops off slightly as workers enter the twilight of the career (30 to 40 years' experience). While it is worth noting that the sample size of employees with 20 to 40 years' experience is much smaller than that of 0 to 20 years, this could be indicative of workers opting for less labour-intensive roles as they get older. This anomaly could also be put down to entry-level pay increasing steadily over the years in line with minimum wage, inflation and the cost of living, which has flow-on effects as people progress through their careers. The question is, have employers been adjusting remuneration for their most experienced staff (who started with much lower entry-level pay) accordingly?

Qualifications

Degrees appear to be no match for experience in New Zealand's blue-collar industries. The only qualifications that appear to impact positively on pay are Trade Certifications or other industry-specific certificates. People who are certified received a median remuneration of \$26 and \$25 p/h, respectively, compared to just \$20 p/h for those who have no certification.



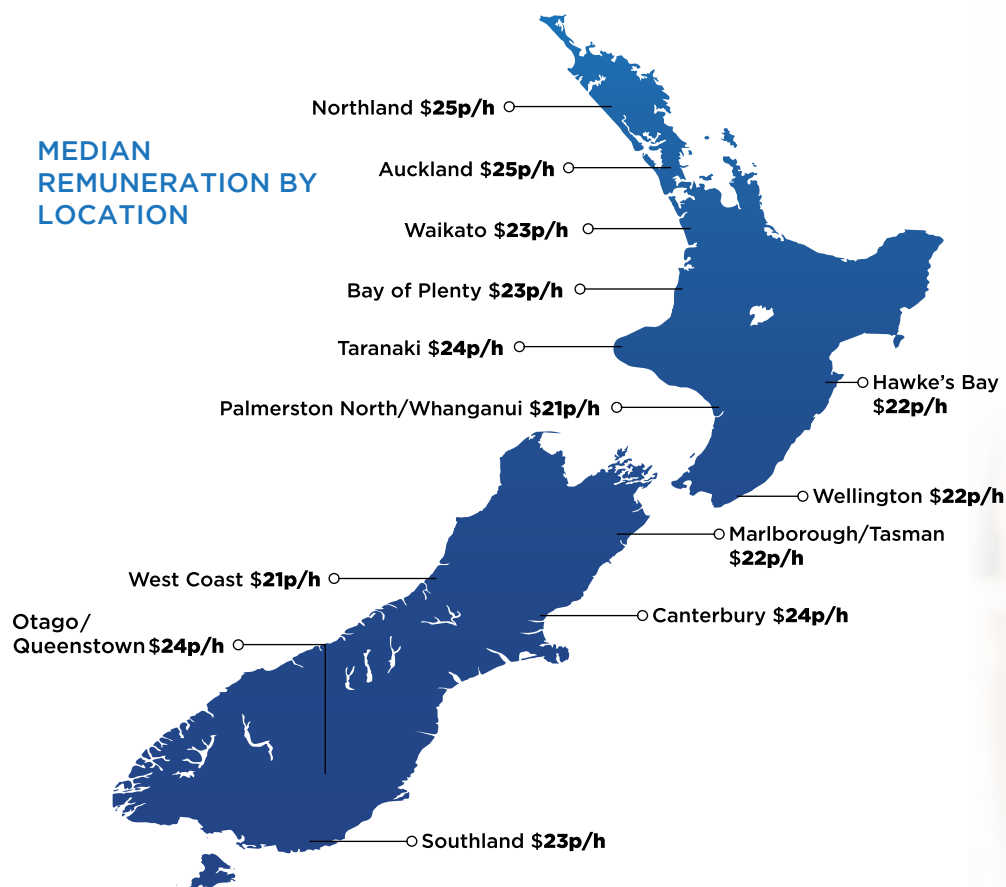
Further to qualifications, staff who undertook further job-specific training received higher remuneration (median of \$3 p/h more) than their colleagues.

What employees can take from this information is that certifications specific to their job are the most effective qualifications for earning more money in New Zealand's blue-collar industries. Even if you don't have formal tertiary qualifications, seeking out industry-specific training will likely result in higher pay.

Location and Travel

As would be expected, where you live has a significant influence on how much money you earn. People living in Auckland and Northland earned the most (median remuneration of \$25 p/h), while those in Palmerston North / Whanganui and the West Coast earned the least (\$21 p/h). Rounding out the top five highest paying areas were Canterbury, Otago, and Taranaki.

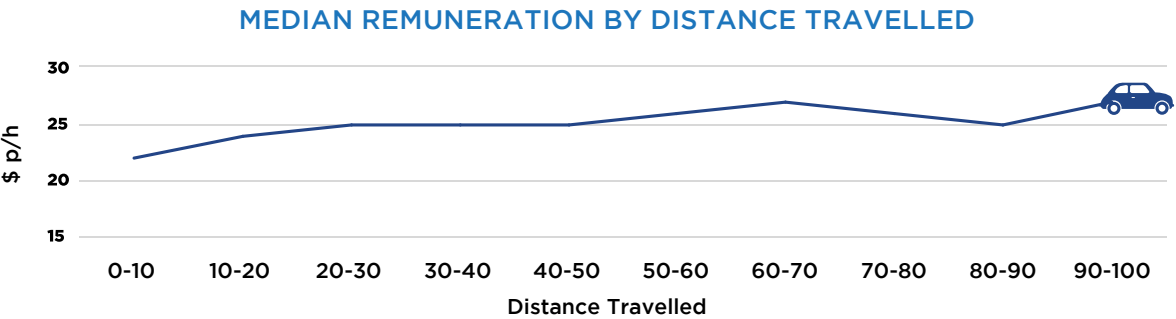
Does this mean it makes financial sense to move to a new location? Not necessarily. The cost of living, particularly housing,



in Auckland is significantly higher than in Palmerston North / Whanganui, for instance. Employees would have to weigh up any potential pay increase with the average cost of living in different areas.

It's likely that remuneration rates in the highest-paid locations will be largely offset by the cost of living and travel. Therefore, while you might get paid less in locations like the West Coast, you might actually be better off financially when all factors are taken into account. Northland is an example of an area where there could be a great deal of opportunity, with wages being higher on average but the cost of living being significantly lower than more metropolitan areas like Auckland, Wellington, or Christchurch.

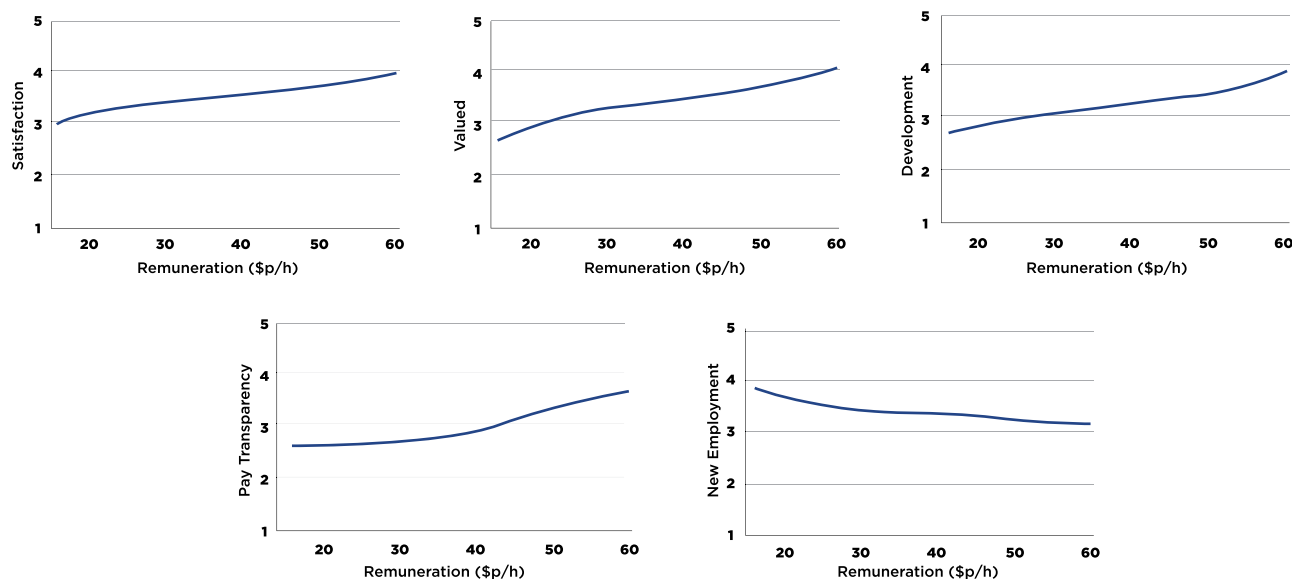
Another factor to consider is the amount of travel it takes to get to and from work. The survey found that people who travelled further to work tended to get paid more, with a steady increase in median remuneration across both time and distance travelled. This suggests that people are more willing to travel longer distances for higher wages; or potentially that employers do compensate staff who have to travel further to work.



Satisfaction

There is a clear correlation between satisfaction at work and remuneration, with higher-paid staff reporting higher levels of satisfaction across the board. Does this mean that pay rate determines happiness? It's important to remember the old adage 'correlation doesn't imply causation', however, the data seems to suggest that remuneration has some influence on employee satisfaction.

Looking more closely, survey respondents appear to be relatively satisfied across the board. The survey asked people to rate five satisfaction metrics - satisfaction, being valued, development, pay transparency, and how likely they were to consider new employment - from 0 to 5 (5 being highly satisfied or highly likely) and the median satisfaction level never dipped below 3.



In almost all cases, when remuneration surpassed \$30 p/h, median satisfaction increased from 3 to 4. As pay increased, people tended to feel more valued and be more satisfied with professional development and pay transparency.

It's important to note that staff who were paid less than \$30 p/h were more likely to consider new employment opportunities than those who were paid more than \$30 p/h. That's not to say that \$30 is the magic number for staff satisfaction, but there does appear to be correlation between remuneration at this level and staff retention.

In a separate question, survey respondents were asked specifically about pay satisfaction. Predictably, higher remuneration resulted in higher levels of pay satisfaction. Staff paid less than \$20 p/h reported a satisfaction level of 2 (out of 5). That increased to 3 for staff paid between \$20-\$40 p/h and peaked at 4 for those paid more than \$40.

**Staff who were paid
\$30 p/h or more were
significantly happier
and less likely to leave.**

While there are a range of factors that determine job satisfaction - some that employers have control over and others that they don't - the data backs up common sense in showing that remuneration is one of those factors. If employers are struggling with disengaged staff, a review of remuneration might be worth considering.

Roles and Responsibilities

The survey has highlighted clear pay gaps between New Zealand's blue-collar industries. Commercial & Hospitality staff reported the lowest median pay (\$20 p/h). This figure is likely influenced by young people who take on Hospitality jobs while at school or university for close to minimum wage. It would also factor in traditionally low-paid roles, such as cleaning and waiting tables (\$17 and \$18 p/h, respectively).

Manufacturing, Production & Logistics roles had the next lowest median pay (\$22 p/h). This is likely because of the number of process-driven factory jobs, which are traditionally low-paid, in this sector. Construction & Infrastructure came in at \$24 p/h, followed by Trades & Services at \$25, and Engineering well out in front at \$27.

ROLE GROUP	MEDIAN REMUNERATION
Manufacturing, Production & Logistics	\$22 p/h
Commercial & Hospitality	\$20 p/h
Trades & Services	\$25 p/h
Construction & Infrastructure	\$24 p/h
Engineering	\$27 p/h

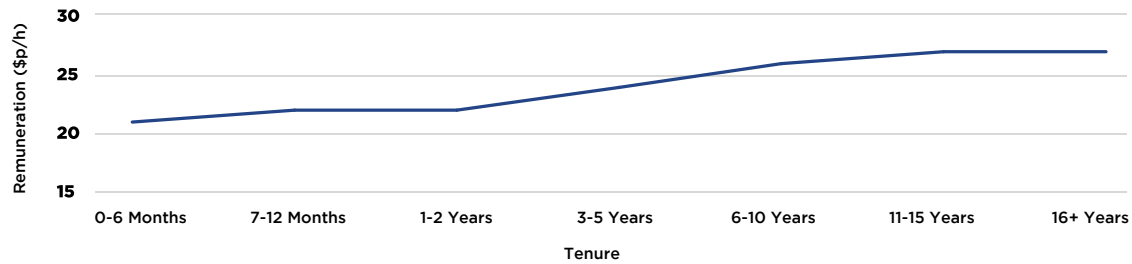
There was also a strong correlation between remuneration and management roles, highlighted by managers' pay generally increasing in line with the number of staff they were responsible for. Survey respondents who were responsible for no staff (non-management positions) reported a median pay of \$22 p/h. Median remuneration peaked at \$30 p/h for managers who were responsible for 41-45 staff. However, surprisingly, median pay dipped to \$27 for managers overseeing 50+ staff. For employees, these statistics should provide the impetus to work towards management positions. The sweet spot in New Zealand's blue collar sectors appears to be having responsibility for 21+ staff. Although, simply moving into a management position (responsible for 1-5 people) can result in a median pay increase of \$3 p/h.

Age and Hours

Age is strongly linked to experience and, therefore, older staff reported higher remuneration rates in New Zealand's blue collar industries. Generation Z, who would be relatively new to the workforce, were paid the least - a median of \$18 p/h. That increased for Millennials who reported median remuneration of \$23 p/h and peaked for Generation X at \$25 p/h. There was no change for Baby Boomers, which suggests that remuneration plateaus later in people's careers, as we found when looking at experience.

GENERATION	MEDIAN REMUNERATION
Generation Z (born 1997 and later)	\$18 p/h
Millennials (born 1981 to 1996)	\$23 p/h
Generation X (born 1965 to 1980)	\$25 p/h
Baby Boomers (born 1946 to 1964)	\$25 p/h

MEDIAN REMUNERATION BY TENURE



Similarly, tenure was also linked to higher remuneration. Median remuneration for staff who had been in a role for less than six months was \$21 p/h, peaking at \$27 p/h for those who had stayed in the same job (or at the same company) for more than 11 years. With wages steadily increasing as tenure gets higher, this could lend some credence to the idea that staying at one organisation long-term is more beneficial when it comes to wage growth than moving from job to job. As we move further into the “gig economy” and job-hopping becomes significantly more accepted, this could be something to keep in mind.

There was also a correlation between hours worked and remuneration. Part-time staff were typically paid much less than full-time staff. Staff who worked up to 35 hours reported median pay of \$18-19 p/h, increasingly significantly to \$23 p/h for staff who worked more than 35 hours per week. What’s interesting to note is that while working between 41-50 hours resulted in a median pay increase of \$1 p/h, there was no reward for exceeding 50 hours. This suggests that grinding away and overworking does not pay in New Zealand’s blue-collar sectors unless, of course, there is significant compensation for working overtime – a topic we’ll cover in-depth later in the report.

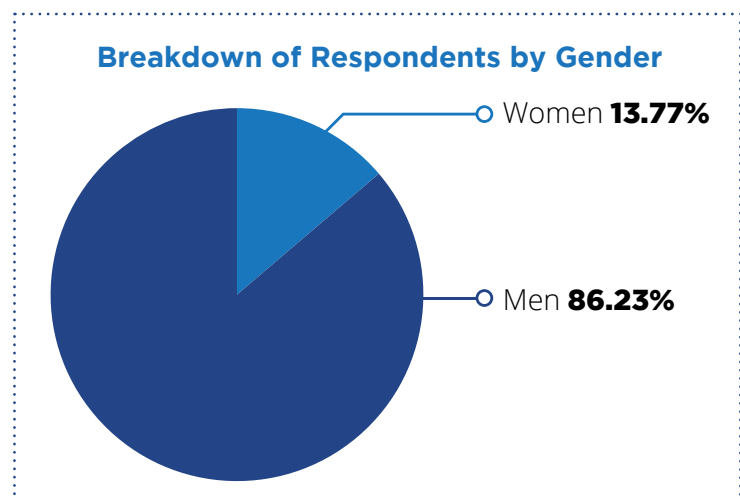


Gender

Gender equality in the workforce has become a high profile issue in recent years and responsible employers are already implementing changes to close the gaps between men and women. The survey reveals a stark divide between men and women in terms of the type of work done and what they are paid for it in the Manufacturing, Production & Logistics; Commercial & Hospitality; Trades & Services; Construction & Infrastructure; and Engineering sectors in New Zealand. It's fair to say that men have traditionally gravitated towards jobs such as building, construction, trades, and engineering. This trend is unlikely to change and employers should not be discouraged from hiring men and paying them fairly in the blind pursuit of gender balance. However, the survey data reveals a range of concerning trends that managers and employers should be seeking to address.

Representation

The first thing to note is that women made up only 13.77% of survey respondents, which is likely indicative of their representation across blue collar industries in New Zealand. In 2019, that representation gap might raise some eyebrows. However, while it would be a good thing to see an increase in female representation, employers shouldn't be married to the idea of a 50/50 split; personal choice is often the most important factor in someone's career path. Instead, the focus needs to be on identifying any obstacles that are preventing more women from entering these sectors, and providing clear career pathways for women as well as men. This is a shining example of where equality of opportunity might trump equality of outcome.



Commercial & Hospitality was the only sector with a majority female respondent base (68.59% of all female respondents), and in fact, the only sector that wasn't overwhelmingly dominated by men. Most men were working in the Trades & Services sector (50.4% of all men), which includes the likes of Plumbers, Electricians, and Gasfitters. Aside from Commercial & Hospitality, gender representation

On average, *men* were paid **20% more than *women* across the sectors surveyed.**

was most equal in the Manufacturing, Production & Logistics sector where 12.05% of respondents were women. Only 1.12% of Engineering employees were women, compared to 98.88% being men. There is also a significant gap in the Construction & Infrastructure sector in where women make up just 4.23% of employees.

Gender Pay Gap

Across our survey, men were paid a huge 20% more than women, nearly double the average gender pay gap in NZ (11.8%) according to Statistics NZ. The median pay for women across all sectors was \$20 p/h while men were paid \$24. This is despite more women having tertiary qualifications than men, although fewer women had a National Certificate specific to their industry.

The pay gap is the widest in the Trades & Services and Engineering sectors (\$5 p/h in favour of men). The difference was \$4 p/h in the Construction & Infrastructure sector, \$1 p/h in Manufacturing, Production & Logistics, and non-existent in the Commercial & Hospitality sector.

What does this mean? It's worth noting that this pay gap is spread across a range of roles, so it's not as simple as comparing apples with apples. There is also likely a skew in terms of pay scale, with much higher numbers of men present in most sectors surveyed. However, a \$5 pay gap in a highly-skilled industry such as Engineering (nearly 20% of the average wage) definitely raises questions. Overall, it's likely that the pay gap has more to do with the roles worked than any perceived difference in work ethic. It doesn't explicitly point to an inherent gender bias across the industries that took part in the survey, but it's something that employers should be looking at seriously. If there are women working the same jobs as men for less money, it should be promptly addressed.

Another factor that impacts on pay is that men were more inclined to work overtime than women (37.25% compared to 24.84%). This was also reflected in hours worked with 44.6% of men working 41-50 hours a week compared to 19.06% of women. While these factors do not necessarily affect the hourly pay rate, it may have an indirect impact on annual pay rises and/or promotions.

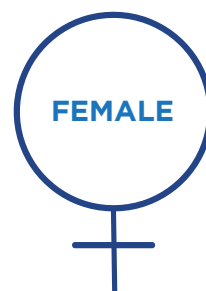
Priorities and Satisfaction

Men and women had very similar priorities in the workplace, agreeing fairly evenly on most points of what they want from their workplace and their manager. The only areas where there was a significant difference was that women tended to value supportive employers with an open-door policy more than men, and men tended to value a boss who has practical experience in the trade more than women (again, likely down to the types of roles that each tended to do). This could be because women are well aware that they are a minority in the Construction sector, and the industries surrounding it, and are conscious of gender gap issues and receiving fair treatment from their employers.

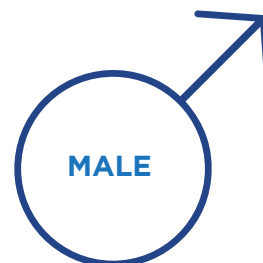
Women tended to value *supportive employers* with an *open-door policy* more than men.

There were very few differences in satisfaction levels between men and women, even in the sectors where the pay gap was the widest. The same can be said for happiness levels. Women in Engineering reported higher levels of happiness than men, despite being paid \$5 p/h less. This suggests that higher remuneration does not necessarily determine higher satisfaction and happiness levels. Employers would be wise to implement practices that make staff feel valued and supported in career development. However, it's worth noting

Preferred Management Traits by Gender



1. Lead by example (52.03%)
2. Supportive (46.9%)
3. Fair/even handed (35.83%)



1. Lead by example (58.42%)
2. Practical experience in the trade (32.1%)
3. Fair/even handed (31%)

that women were slightly less satisfied with pay transparency across the board than men, so fair pay rates should not be underestimated.

In terms of looking for new career opportunities, women had a lower minimum pay increase to change roles than men. That means that women would be more likely to move to a new job if they were offered just \$1 or \$2 p/h more than they were currently being paid, whereas men were more likely to need a bit more convincing to take on a new role. This could be for a number of reasons; potentially that women find roles in these sectors harder to come by, or potentially that they see a small increase as better than no increase if opportunities for greater progression aren't open to them.

All in all, it's clear that in the industries we surveyed, there is a strong divide between men and women in terms of the type of work done and what they are paid for it. This is a problem that needs to be addressed.



Life at Work

Knowing how staff respond to different management styles and workplace cultures can help employers to implement changes that improve job satisfaction, beyond simply paying staff more. For that reason, we asked respondents about what they look for in a manager. We also sought to understand how working overtime impacts on happiness and satisfaction in the workplace.

Management Traits

Leading by example was the standout trait that employees looked for in a manager, regardless of gender, generation, education, or sector. This shows that staff value a manager who walks the talk and sets the standard for how they expect staff to perform. Being fair/even handed and supportive also ranked highly. When looking at the preferred traits by role group, there were some notable differences. Practical experience was much more important to those in Trades & Services, Construction & Infrastructure, and Engineering, while Commercial & Hospitality staff on the other hand, favoured supportive managers.

This could have something to do with the type of work common to each group. Those working in Trades & Services and Construction & Infrastructure are typically working in high stakes situations where knowledge and experience can be the difference between completing a job successfully and making a serious, costly, or dangerous mistake. Staff in these industries likely prefer managers with practical experience to guide them through skilled tasks and to pass on their industry knowledge. Whereas in Commercial & Hospitality roles, which are typically more customer service-oriented, staff prefer managers who are supportive, possibly because the work environment is more people-oriented.

Across generations, the core characteristics desired remained mostly the same. Millennials tended to prefer managers with practical experience in the trade where other groups preferred fairness/even handedness. Having a supportive manager was also a top desired trait for Generation X-ers and Baby Boomers, and being knowledgeable was key for Generation Z-ers. This is likely because younger employees may still be learning aspects of their trade, and they are looking for people who can teach them, whereas employees who have those years of training under their belt are just looking for someone to get the best out of their skills.

Preferred Management Traits by Generation

GENERATION	FIRST	SECOND	THIRD
Generation Z (born 1997 and later)	Lead by example (63.64%)	Fair/even handed (35.38%)	Supportive (30.23%)
Millennials (born 1981 to 1996)	Lead by example (57.16%)	Practical experience in the trade (30.95%)	Fair/even handed (29.53%)
Generation X (born 1965 to 1980)	Lead by example (57.17%)	Fair/even handed (42.44%)	Supportive (31.83%)
Baby Boomers (born 1946 to 1964)	Lead by example (47.71%)	Fair/even handed (31.37%)	Knowledgeable (27.84%)

Everyone is going to have a slightly different management style, but these insights equip employers with additional information about the traits that different parts of their workforce might favour, which can be useful when appointing management staff in future.

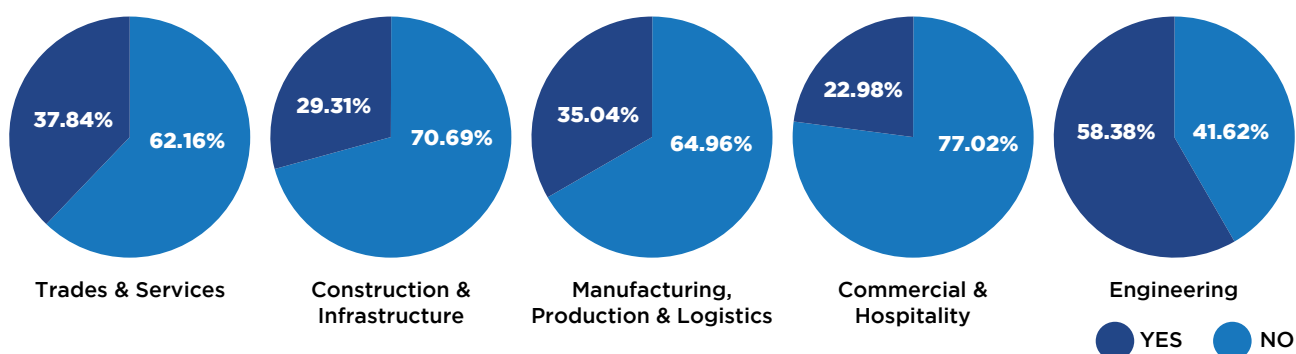
Overtime

The data on overtime paints a clear picture of who's working the most overtime across the various sectors. The most interesting insight, however, is that working overtime appears to have little impact on most variables, including happiness and satisfaction, across the sectors that were surveyed, suggesting that it's either expected or well compensated in these industries.

Staff in the Manufacturing, Production & Logistics sector were most likely to do overtime with 64.96% of respondents saying they worked additional hours, followed by the Trades & Services sector with 62.16%.

Working overtime had a negligible influence on happiness at work. In fact, those who didn't do overtime were slightly more likely to look for a new job, whereas those who did overtime were slightly more likely to be happy with their pay. This suggests that working overtime can produce minor improvements in workplace satisfaction, though this could just be because it gives people the opportunity to earn more.

Overtime by Role Group



The higher up the workplace management hierarchy staff were, the less likely they were to do overtime. This was demonstrated by 55.10% of workers who were responsible for no other staff doing overtime while less than 1% of those responsible for more than 20 staff reported doing any overtime.

Those who did overtime tended to be employees with 1-2 (22.89%) or 3-5 years (29.89%) of tenure under their belt, and were also more likely to be Millennials, with 64.36% of those who worked overtime being in this generation bracket. However, this is unlikely to be because of a specific reason related to the way Millennials work, and has more to do with the basic generation breakdown of our respondents, and the overtime data simply correlating with this.

Employees at organisations with fewer than 200 staff were far more likely to work overtime than those at larger companies. This seems to support the theory that many hands make light work, but there are likely to be other factors at play, including company culture, and the types of organisations that have more than 200 staff. For instance, Trades & Services businesses (the sector that has the highest overtime rates) typically have fewer staff than a manufacturing company.

From these statistics, we can deduce that tradespeople in the early stages of their career are most likely to work overtime. It seems to be viewed as either an expectation or a way to further one's career as it has barely any impact on happiness metrics - rather, in some areas, it actually seems to improve workplace satisfaction.

Role Group Breakdowns



Trades & Services

Remuneration

Trades & Services had the second highest median remuneration of the sectors surveyed (\$25 p/h). There was quite a range of pay rates across the sector with the likes of Foremen and Electricians earning a median of \$30 p/h and General Labourers and Hammerhands at the lower end of the spectrum, earning \$19 p/h and \$20 p/h respectively. These statistics are in line with New Zealand's current construction boom and tradie shortage, which has been driving up the earning potential across the industry. The sector is dominated by men (97.08% of respondents) and it also has the equal widest gender pay gap of \$5 p/h, which highlights the need to create better pathways for more women who want to enter the industry and pay them fairly.

Demographics

Again, most respondents were from Canterbury (21.76%) and Auckland (19.75%). Employees were more experienced than most other sectors (median of five years) with the exception of Engineering. They also had the highest happiness metrics across the board and were the least likely to consider moving jobs. Trades & Services has the highest proportion of Millennials (70.2%) which suggests that the sector, known for its hard, physical labour, is a young person's game.

Preferred Management Traits

The sector is one of three that prefers managers who lead by example (55.27%) and have practical experience (37.01%). According to the survey, 37.84% of employees in the sector work overtime. A great team was the highest priority for those considering a new role, but the mean cost of change was higher than most other sectors (\$16.85 p/h), suggesting that employees would take some convincing to leave their current role, which most seem to be relatively satisfied with.



Manufacturing, Production & Logistics

Remuneration

The Manufacturing, Production, & Logistics industry has the second lowest median remuneration (\$22 p/h) of the five sectors that took part in this survey. Class 5 Truck Drivers received the highest median pay in this sector (\$24 p/h) with Traffic Controllers and Warehouse Labourers getting the lowest (\$19 p/h). This sector has the best gender balance (not including Commercial & Hospitality), with 12.05% of respondents being women, which made up 18.34% of all women respondents in the survey. It also has the second lowest gender-based pay gap with a median difference of just \$1 p/h between men and women.

Demographics

A majority of respondents from this sector are based in Canterbury (26.88%), followed by Auckland with 18.06%. The median experience of employees across the sector was five years, which is about the same as the other industries. The happiness metrics were also similar to the other sectors surveyed, but they were slightly lower across the board than all industries aside from Commercial & Hospitality. However, the differences are so small that they are barely worth mentioning. The sector is largely made up of Millennials and Generation Z-ers (61.68%) and Generation X-ers (30.49%), however, it was also the area where Baby Boomers were most represented (7.83%).

Preferred Management Traits

Employees in this sector prefer managers who lead by example (61.91%) and are fair/even handed (33.72%). A little over a third of respondents (35.04%) report working overtime. A significant majority of employees in this sector would consider a career change for between \$1 and \$5 p/h, suggesting that most employees are happy to move on for an increase, no matter how significant.



Construction & Infrastructure

Remuneration

At \$24 p/h, the Construction & Infrastructure sector is smack bang in the middle when it comes to median remuneration. There was quite a spread across the sector with Construction Labourers earning a median of \$20 p/h and commercial Carpenters getting \$27 p/h, the same as the median rate in the Engineering sector. With 95.77% of respondents in this sector being men, the gender pay gap was \$4 p/h. However, this doesn't take into account the different roles worked by men and women. It's hard to pinpoint the exact reasons for this gap, and it's certainly something that the sector should investigate and monitor internally.

Demographics

Most respondents from this sector were located in Canterbury (27.45%) and Auckland (17.13%). It's likely that the strong turnout from Canterbury is linked to the post-earthquake construction boom. Employees in this sector have a median of five years' experience, which seems to be the standard across all sectors. Their happiness levels are equivalent to the other sectors and most of them are either Millennials (59.03%) or Generation X-ers (28.69%), with Baby Boomers again being a priority.

Preferred Management Traits

Those in the Construction & Infrastructure sector prefer managers who lead by example, have practical experience in the trade and are fair/even handed. A little less than a third of respondents (29.31%) reported working overtime. When considering a new role they valued a great team, career progression, and a higher pay rate. 32.61% of Construction & Infrastructure employees would move for \$4-\$5 extra p/h; a number that skews slightly higher than other sectors.



Engineering

Remuneration

Engineering has the highest median remuneration of all (\$27 p/h), which is expected given it's a specialist industry that requires years of tertiary study. It's also long been listed as a skills shortage by the New Zealand Government. Maintenance Engineers reported the highest median remuneration (\$31 p/h) of all roles in the survey. Only a small percentage of survey respondents were working in this sector – likely because the skill requirements are higher than other sectors – with 9.01% of men and just 0.64% of women. We also see a significant gender pay gap of \$5 p/h here. This highlights the gender imbalance in the Engineering sector and should provide impetus for employers to open up more pathways for women to enter and progress within the industry.

Demographics

Once again, most survey respondents in this sector were located in Canterbury (21%) and Auckland (20.88%). What's interesting is that they had the highest median experience of all (seven years), which suggests that Engineers stay in the sector for the long run, bumping up the overall experience, possibly because the roles are typically not as physically demanding as the other industries. Their happiness metrics are commensurate with the other sectors, however, despite being paid the most they were the least satisfied with pay transparency. Engineers were also the most likely to move without a pay increase, with 8% saying they would consider a new job at the same rate. The sector has the second highest proportion of Millennials (68.38%) followed by Generation X-ers (21.88%).

Preferred Management Traits

Employees in this sector were the only ones to prefer a manager who was knowledgeable, however, it was the third priority behind leading by example and having practical experience. Engineering staff were the most likely to do overtime by far with 58.38% of respondents saying they work over and above their assigned hours. Key factors they would look for in a new role were the same as in other sectors – a great team, career progression, and higher pay. Most would consider moving for an increase of between \$2-\$5 p/h.



Commercial & Hospitality

Remuneration

Commercial & Hospitality has the lowest median remuneration of all the sectors at \$20 p/h. This is likely dragged down by low-paid positions such as cleaning (\$17 p/h) and waiting tables (\$18 p/h). A significant majority of employees were Millennials (62.01%) followed by Generation X-ers (24.03%). This is the only sector where there is no pay gap between men and women. It also happens to be the sector that's most dominated by women (55.9% – the only sector where women are the majority). It's likely no coincidence that the only female-majority sector does not have a pay gap problem.

Demographics

Most respondents from this sector were based in Canterbury (21.76%) and Auckland (19.49%). It's surprising that Wellington only accounts for 8.84% of respondents from this sector given its thriving Commercial & Hospitality sector. The median level of experience across the sector is five years. Employees in the Commercial & Hospitality sector were the least happy for all respondents, and the most likely to consider moving jobs. This might have something to do with the high-pressure roles and unappealing hours (typically working nights and weekends) that don't come with a great deal of compensation. While many of these roles are traditionally low paid, employers might want to look at ways that they can help to improve happiness at work. While being a good employer comes with a variety of benefits, happier employees are more engaged with their jobs and will often produce better results – a win-win for everybody.

Preferred Management Traits

Commercial & Hospitality is the only sector that prefers supportive managers over the fair/even handed trait, which might provide a clue for how employers might be able to lift happiness across the sector. Only 22.98% of employees worked overtime, which is the lowest rate of all the sectors surveyed. Despite being the lowest paid sector, staff place more value on a great team and career progression when considering a new job. Of those who would consider switching jobs, most would be swayed by a pay increase of \$2 or \$3 p/h.

Closing Thoughts

The Manufacturing, Production & Logistics; Commercial & Hospitality; Trades & Services; Construction & Infrastructure; and Engineering sectors in New Zealand cover a huge range of roles and responsibilities, but we hope you were able to see yourself in the survey data.

We've found that experience, qualifications, location, responsibilities, and the hours that you work all impact on how much you get paid. However, there was little variation in happiness metrics across the sectors. While pay is one aspect that does inform job satisfaction, this suggests that it isn't the key element. Instead, employees find some degree of satisfaction in their respective roles, regardless of remuneration, and a higher salary isn't necessarily going to counteract a less engaging job.

We dedicated an entire section to exploring gender representation across the sectors as it has been one of the leading issues for employers in recent years. While we found significant disparities between how men and women are paid and the type of work they do, the data does not necessarily point to an inherent gender bias. The observed gaps between men and women are likely influenced by the type of work they do and the hours they work. However, given the significant differences, it is important that all employers take a hard look at their hiring practices to ensure that women are given equal opportunity and paid fairly. That is, women working the same job as a man with the same experience and qualifications should be paid the same.

It is also advisable that industry leaders create career pathways for women who are interested in entering specific sectors. Women only made up 13.77% of survey respondents, which means that there's plenty of room for greater representation across the four sectors in which women are heavily outnumbered. Next year, we will also endeavour to market our survey to a more diverse pool of respondents, to ensure that everyone's voice is heard and their thoughts reflected accurately in our report.

The other main takeaway is the value that employees place on specific management traits. Leading by example, practical experience in the trade, and being fair/even handed were the three most valued traits in a manager by far. They sound like basic wants, but if you're an employer putting managers in place who don't set a good example, you might be disillusioning untold numbers of staff, impacting on engagement, productivity, and retention.

As we look to the future, we'd like to see New Zealand's workplaces become more inclusive, diverse, fair, happy, and well-managed. We hope the insights in this report empower you all to play a part in making that happen.

Thanks for reading, we'll see you again next year.

Salary Index - Auckland

ROLE GROUP	MEDIAN REMUNERATION (\$P/H)
COMMERCIAL & HOSPITALITY	
Accounts Payable / Receivable	23.00
Administrator	25.00
Cleaner	19.00
Customer Service Representative	21.00
Food Prep: Boning / Filleting / Knifehand	19.00
Front Counter / Receptionist	18.00
Health & Safety Coordinator	26.00
Wait Staff / Hospitality	17.00
CONSTRUCTION & INFRASTRUCTURE	
Excavator Operator	27.00
Foreman	35.00
General Labourer	20.00
Grader Operator	30.00
Level 1 Site Traffic Management Supervisor	20.50
Loader Operator	24.00
Pilot Driver	20.00
Roller Operator	19.00
Traffic Controller	17.00
ENGINEERING	
CNC Machine Operator	25.00
Maintenance Engineer	32.00
MIG Fluxcore Structural Steel Welder	26.50
MIG Solidwire Production Welder	20.50
Sheet Metal Worker	24.00
Stainless Fabricator Welder	32.00
Stainless TIG Welder	22.00
Stick/ARC Structural Steel Site Welder	24.00
Structural Rigger	37.00
Trade Qualified Fitter	30.00
Trade Qualified Sheet Metal Worker	30.00
Trade Qualified Structural Steel Fabricator Welder	28.00
MANUFACTURING & LOGISTICS	
Assembly Worker	20.00
Class 2 Driver	20.00
Class 2 Truck Driver	20.00
Class 4 Driver (Spreading, Water, Aggregate, Pump, etc.)	24.00
Class 4 Truck Driver	23.50
Class 5 Driver (Aggregate)	26.00
Class 5 Truck and Trailer Driver	25.00
Counter Balance Forklift Driver	19.50
Inventory Controller / Quality Controller	25.00

ROLE GROUP	MEDIAN REMUNERATION (\$P/H)
Paint Shop / Coating Applicator	29.00
Press / Print / Folding / Cutting Machine Operator	27.00
Production Line Worker	23.00
Reach / Hi-Lo / Turret Forklift Driver	19.00
Runner / Driver Mate	20.00
Stocktaker	18.50
Supervisor / Team Leader	28.00
Warehouse Labourer / Pick Packer	19.50
TRADES & SERVICES	
Arbourist	21.00
Auto Electrician	32.50
Brick / Blocklayer	27.00
Commercial Carpenter	28.00
Concrete Finisher	30.00
Concrete Formworker	20.00
Construction Labourer	20.00
Crane Operator	29.00
Diesel Mechanic	32.00
Dogman	21.00
Electrician	30.00
Glazier	25.00
Hammer Hand	22.50
Handyman	22.00
Industrial Spray Painter	29.50
Joiner	25.00
Landscaper	25.00
Mechanic	25.00
Painter	30.00
Panel Beater	26.00
Plasterer	20.00
Plumber	30.00
Residential Carpenter	30.00
Roofer	27.00
Scaffolder	23.50
Skilled Labourer	21.00
Steel Fixer	22.00
Tiler	45.00
Trade Assistant	20.00

Salary Index - Bay of Plenty

ROLE GROUP	MEDIAN REMUNERATION (\$P/H)
COMMERCIAL & HOSPITALITY	
Accounts Payable / Receivable	24.00
Administrator	22.00
Cleaner	17.00
Customer Service Representative	19.00
Food Prep: Boning / Filleting / Knifehand	19.00
Front Counter / Receptionist	17.00
Health & Safety Coordinator	24.00
Wait Staff / Hospitality	18.00
CONSTRUCTION & INFRASTRUCTURE	
Excavator Operator	24.00
Foreman	29.00
General Labourer	22.00
Level 1 Site Traffic Management Supervisor	30.00
Loader Operator	23.00
Pilot Driver	20.00
Roller Operator	23.00
Traffic Controller	19.50
ENGINEERING	
CNC Machine Operator	26.00
Maintenance Engineer	28.00
MIG Fluxcore Structural Steel Welder	21.00
MIG Solidwire Production Welder	22.00
Sheet Metal Worker	24.00
Stainless Fabricator Welder	25.00
Stainless TIG Welder	24.00
Stick/ARC Structural Steel Site Welder	24.50
Structural Rigger	27.00
Trade Qualified Fitter	28.00
Trade Qualified Sheet Metal Worker	24.00
Trade Qualified Structural Steel Fabricator Welder	28.00
MANUFACTURING, PRODUCTION & LOGISTICS	
Assembly Worker	19.00
Class 2 Driver	20.00
Class 2 Truck Driver	23.00
Class 4 Driver (Spreading, Water, Aggregate, Pump, etc.)	22.50
Class 4 Truck Driver	21.00
Class 5 Driver (Aggregate)	24.00
Class 5 Truck and Trailer Driver	23.00
Counter Balance Forklift Driver	20.00
Inventory Controller / Quality Controller	25.00
Paint Shop / Coating Applicator	25.00

ROLE GROUP	MEDIAN REMUNERATION (\$P/H)
Press / Print / Folding / Cutting Machine Operator	21.00
Production Line Worker	26.00
Reach / Hi-Lo / Turret Forklift Driver	21.00
Runner / Driver Mate	16.50
Stocktaker	16.50
Supervisor / Team Leader	24.00
Warehouse Labourer / Pick Packer	18.00
TRADES & SERVICES	
Arbourist	25.00
Auto Electrician	25.50
Brick / Blocklayer	22.00
Commercial Carpenter	30.50
Concrete Finisher	24.50
Concrete Formworker	22.00
Construction Labourer	17.50
Crane Operator	27.00
Diesel Mechanic	27.50
Dogman	20.00
Electrician	31.00
Glazier	26.00
Hammer Hand	20.00
Handyman	22.50
Industrial Spray Painter	25.00
Joiner	23.00
Landscaper	23.50
Mechanic	25.00
Painter	26.00
Panel Beater	24.00
Plasterer	37.50
Plumber	28.00
Precaster	27.00
Residential Carpenter	28.00
Roofer	24.00
Sandblaster	23.00
Skilled Labourer	21.00
Steel Fixer	33.00
Tiler	25.00
Trade Assistant	25.00

Salary Index - Canterbury

ROLE GROUP	MEDIAN REMUNERATION (\$P/H)
COMMERCIAL & HOSPITALITY	
Accounts Payable / Receivable	24.00
Administrator	23.50
Cleaner	17.00
Customer Service Representative	19.00
Food Prep: Boning / Filleting / Knifehand	22.50
Front Counter / Receptionist	19.00
Health & Safety Coordinator	28.50
Wait Staff / Hospitality	18.00
CONSTRUCTION & INFRASTRUCTURE	
Articulated Dump Truck Driver	21.50
Excavator Operator	27.00
Foreman	30.00
General Labourer	20.00
Grader Operator	28.00
Level 1 Site Traffic Management Supervisor	20.00
Loader Operator	23.00
Pilot Driver	26.00
Roller Operator	25.00
Traffic Controller	20.00
ENGINEERING	
CNC Machine Operator	23.50
Maintenance Engineer	32.00
MIG Fluxcore Structural Steel Welder	26.00
MIG Solidwire Production Welder	23.50
Sheet Metal Worker	24.00
Stainless Fabricator Welder	26.50
Stainless TIG Welder	31.00
Stick/ARC Structural Steel Site Welder	30.00
Structural Rigger	28.00
Trade Qualified Fitter	27.50
Trade Qualified Sheet Metal Worker	28.00
Trade Qualified Structural Steel Fabricator Welder	29.00
MANUFACTURING, PRODUCTION & LOGISTICS	
Assembly Worker	20.00
Class 2 Driver	21.00
Class 2 Truck Driver	21.00
Class 4 Driver (Spreading, Water, Aggregate, Pump, etc.)	23.00
Class 4 Truck Driver	22.00
Class 5 Driver (Aggregate)	25.00
Class 5 Truck and Trailer Driver	25.00
Counter Balance Forklift Driver	20.00

ROLE GROUP	MEDIAN REMUNERATION (\$P/H)
Inventory Controller / Quality Controller	23.00
Paint Shop / Coating Applicator	25.00
Press / Print / Folding / Cutting Machine Operator	22.00
Production Line Worker	22.00
Reach / Hi-Lo / Turret Forklift Driver	20.00
Runner / Driver Mate	17.50
Stocktaker	19.00
Supervisor / Team Leader	25.00
Warehouse Labourer / Pick Packer	20.00
TRADES & SERVICES	
Arbourist	20.00
Auto Electrician	30.50
Brick / Blocklayer	28.00
Commercial Carpenter	28.00
Concrete Finisher	26.00
Concrete Formworker	28.00
Construction Labourer	20.00
Crane Operator	30.50
Diesel Mechanic	30.00
Dogman	25.00
Electrician	31.00
Glazier	23.00
Hammer Hand	20.00
Handyman	25.00
Industrial Spray Painter	24.50
Joiner	24.50
Landscaper	22.00
Mechanic	25.00
Painter	24.00
Panel Beater	25.00
Plasterer	22.00
Plumber	27.00
Precaster	25.00
Residential Carpenter	27.00
Roofer	26.00
Sandblaster	19.00
Scaffolder	23.00
Skilled Labourer	22.00
Steel Fixer	23.00
Tiler	20.00
Trade Assistant	20.00

Salary Index - Hawke's Bay

ROLE GROUP	MEDIAN REMUNERATION (\$P/H)
COMMERCIAL & HOSPITALITY	
Accounts Payable / Receivable	23.00
Administrator	24.00
Cleaner	17.00
Customer Service Representative	19.50
Food Prep: Boning / Filleting / Knifehand	19.00
Front Counter / Receptionist	18.00
Health & Safety Coordinator	22.00
Wait Staff / Hospitality	18.00
CONSTRUCTION & INFRASTRUCTURE	
Articulated Dump Truck Driver	19.00
Excavator Operator	24.00
Foreman	25.50
General Labourer	17.00
Grader Operator	16.50
Loader Operator	22.50
Pilot Driver	25.00
Traffic Controller	60.00
ENGINEERING	
CNC Machine Operator	17.00
Maintenance Engineer	29.00
MIG Fluxcore Structural Steel Welder	21.50
MIG Solidwire Production Welder	22.50
Sheet Metal Worker	25.00
Stainless Fabricator Welder	33.50
Stainless TIG Welder	30.00
Structural Rigger	28.00
Trade Qualified Fitter	28.00
Trade Qualified Sheet Metal Worker	28.00
Trade Qualified Structural Steel Fabricator Welder	22.00
MANUFACTURING, PRODUCTION & LOGISTICS	
Assembly Worker	18.75
Class 2 Driver	19.50
Class 4 Driver (Spreading, Water, Aggregate, Pump, etc.)	21.00
Class 4 Truck Driver	21.00
Class 5 Driver (Aggregate)	21.50
Class 5 Truck and Trailer Driver	23.50
Counter Balance Forklift Driver	19.00
Inventory Controller / Quality Controller	20.00
Press / Print / Folding / Cutting Machine Operator	21.50
Production Line Worker	21.00
Reach / Hi-Lo / Turret Forklift Driver	22.00

ROLE GROUP	MEDIAN REMUNERATION (\$P/H)
Stocktaker	21.50
Supervisor / Team Leader	23.50
Warehouse Labourer / Pick Packer	18.00
TRADES & SERVICES	
Arbourist	24.50
Auto Electrician	28.00
Brick / Blocklayer	20.00
Commercial Carpenter	27.00
Concrete Finisher	35.00
Construction Labourer	18.50
Crane Operator	28.50
Diesel Mechanic	28.50
Dogman	25.00
Electrician	30.00
Glazier	19.00
Hammer Hand	22.00
Industrial Spray Painter	19.00
Joiner	21.00
Landscaper	24.00
Mechanic	24.00
Painter	23.00
Panel Beater	18.50
Plasterer	20.00
Plumber	18.00
Residential Carpenter	23.00
Roofer	24.00
Sandblaster	19.50
Skilled Labourer	20.50
Trade Assistant	24.00

Salary Index - Marlborough / Tasman

ROLE GROUP	MEDIAN REMUNERATION (\$P/H)
COMMERCIAL & HOSPITALITY	
Accounts Payable / Receivable	22.00
Administrator	27.00
Cleaner	17.50
Customer Service Representative	20.50
Food Prep: Boning / Filleting / Knifehand	22.00
Front Counter / Receptionist	19.00
Health & Safety Coordinator	23.00
Wait Staff / Hospitality	18.00
CONSTRUCTION & INFRASTRUCTURE	
Excavator Operator	27.00
Foreman	29.00
General Labourer	19.50
Level 1 Site Traffic Management Supervisor	20.00
Loader Operator	22.00
Pilot Driver	27.00
Traffic Controller	24.00
ENGINEERING	
CNC Machine Operator	21.50
Maintenance Engineer	23.00
MIG Fluxcore Structural Steel Welder	22.00
Sheet Metal Worker	20.00
Stainless Fabricator Welder	21.50
Stainless TIG Welder	46.00
Trade Qualified Fitter	28.00
Trade Qualified Structural Steel Fabricator Welder	25.00
MANUFACTURING, PRODUCTION & LOGISTICS	
Assembly Worker	17.00
Class 2 Driver	19.00
Class 4 Driver (Spreading, Water, Aggregate, Pump, etc.)	20.50
Class 4 Truck Driver	22.00
Class 5 Driver (Aggregate)	22.50
Class 5 Truck and Trailer Driver	26.00
Counter Balance Forklift Driver	19.00
Inventory Controller / Quality Controller	21.00
Press / Print / Folding / Cutting Machine Operator	20.00
Production Line Worker	19.00
Reach / Hi-Lo / Turret Forklift Driver	20.00
Stocktaker	16.50
Supervisor / Team Leader	26.00

ROLE GROUP	MEDIAN REMUNERATION (\$P/H)
Warehouse Labourer / Pick Packer	18.00
TRADES & SERVICES	
Arbourist	22.00
Auto Electrician	21.50
Commercial Carpenter	28.00
Concrete Finisher	24.00
Construction Labourer	18.00
Crane Operator	18.00
Diesel Mechanic	32.00
Electrician	30.00
Hammer Hand	18.00
Handyman	25.00
Industrial Spray Painter	22.00
Joiner	23.00
Landscaper	19.00
Mechanic	20.00
Painter	23.00
Panel Beater	29.00
Plasterer	27.00
Plumber	24.00
Residential Carpenter	25.00
Roofer	25.00
Scaffolder	23.50
Skilled Labourer	21.00
Tiler	30.00

Salary Index - Northland

ROLE GROUP	MEDIAN REMUNERATION (\$P/H)
COMMERCIAL & HOSPITALITY	
Administrator	23.50
Customer Service Representative	18.00
Food Prep: Boning / Filleting / Knifehand	17.00
Wait Staff / Hospitality	19.00
CONSTRUCTION & INFRASTRUCTURE	
Excavator Operator	29.00
Foreman	37.50
General Labourer	17.00
Grader Operator	20.50
Loader Operator	22.50
Roller Operator	20.00
ENGINEERING	
Maintenance Engineer	27.50
Stainless Fabricator Welder	37.00
Stick/ARC Structural Steel Site Welder	26.00
Trade Qualified Fitter	28.00
Trade Qualified Structural Steel Fabricator Welder	28.50
MANUFACTURING, PRODUCTION & LOGISTICS	
Class 2 Truck Driver	22.00
Class 4 Driver (Spreading, Water, Aggregate, Pump, etc.)	19.00
Class 5 Truck and Trailer Driver	23.00
Counter Balance Forklift Driver	20.00
Production Line Worker	18.00
Stocktaker	17.00
Supervisor / Team Leader	23.50
Warehouse Labourer / Pick Packer	17.00
TRADES & SERVICES	
Arbourist	20.00
Auto Electrician	25.50
Commercial Carpenter	29.00
Construction Labourer	21.50
Crane Operator	25.00
Diesel Mechanic	31.00
Electrician	30.00
Glazier	22.00
Hammer Hand	21.50
Handyman	19.50
Industrial Spray Painter	25.00
Mechanic	28.00
Painter	35.00

ROLE GROUP	MEDIAN REMUNERATION (\$P/H)
Residential Carpenter	27.00
Roofer	18.50
Sandblaster	24.00
Scaffolder	18.00
Skilled Labourer	24.50
Trade Assistant	19.00

Salary Index - Otago / Queenstown

ROLE GROUP	MEDIAN REMUNERATION (\$P/H)
COMMERCIAL & HOSPITALITY	
Accounts Payable / Receivable	24.00
Administrator	22.00
Cleaner	17.50
Customer Service Representative	20.00
Food Prep: Boning / Filleting / Knifehand	20.00
Front Counter / Receptionist	19.00
Health & Safety Coordinator	20.00
Wait Staff / Hospitality	18.00
CONSTRUCTION & INFRASTRUCTURE	
Articulated Dump Truck Driver	24.00
Excavator Operator	26.00
Foreman	27.00
General Labourer	20.25
Grader Operator	35.00
Level 1 Site Traffic Management Supervisor	28.50
Loader Operator	21.00
ENGINEERING	
CNC Machine Operator	26.00
Maintenance Engineer	31.00
Sheet Metal Worker	19.00
Stainless Fabricator Welder	40.50
Stainless TIG Welder	24.00
Structural Rigger	37.00
Trade Qualified Fitter	30.00
Trade Qualified Sheet Metal Worker	31.00
Trade Qualified Structural Steel Fabricator Welder	26.00
MANUFACTURING, PRODUCTION & LOGISTICS	
Assembly Worker	21.00
Class 2 Driver	20.00
Class 2 Truck Driver	21.00
Class 4 Driver (Spreading, Water, Aggregate, Pump, etc.)	20.00
Class 4 Truck Driver	22.00
Class 5 Driver (Aggregate)	25.00
Class 5 Truck and Trailer Driver	24.00
Counter Balance Forklift Driver	19.00
Inventory Controller / Quality Controller	27.00
Press / Print / Folding / Cutting Machine Operator	26.00
Production Line Worker	23.00
Reach / Hi-Lo / Turret Forklift Driver	18.50
Runner / Driver Mate	20.00
Stocktaker	18.00

ROLE GROUP	MEDIAN REMUNERATION (\$P/H)
Supervisor / Team Leader	24.00
Warehouse Labourer / Pick Packer	18.00
TRADES & SERVICES	
Arbourist	24.50
Auto Electrician	25.00
Brick / Blocklayer	32.00
Commercial Carpenter	29.50
Concrete Finisher	33.00
Concrete Formworker	45.00
Construction Labourer	21.00
Crane Operator	28.00
Diesel Mechanic	32.00
Electrician	30.00
Glazier	25.00
Hammer Hand	18.00
Handyman	21.00
Industrial Spray Painter	27.00
Joiner	25.00
Landscaper	19.00
Mechanic	24.50
Painter	24.50
Panel Beater	20.00
Plasterer	25.00
Plumber	32.00
Residential Carpenter	28.00
Roofer	20.50
Scaffolder	31.50
Skilled Labourer	22.00
Tiler	27.50
Trade Assistant	21.00

Salary Index - Palmerston North / Whanganui

ROLE GROUP	MEDIAN REMUNERATION (\$P/H)
COMMERCIAL & HOSPITALITY	
Accounts Payable / Receivable	20.00
Administrator	20.00
Cleaner	16.50
Customer Service Representative	20.00
Food Prep: Boning / Filleting / Knifehand	17.00
Front Counter / Receptionist	20.00
Health & Safety Coordinator	27.00
Wait Staff / Hospitality	18.00
CONSTRUCTION & INFRASTRUCTURE	
Articulated Dump Truck Driver	22.00
Excavator Operator	24.50
Foreman	28.00
General Labourer	19.00
Level 1 Site Traffic Management Supervisor	18.50
Loader Operator	17.00
Pilot Driver	28.00
Traffic Controller	20.00
ENGINEERING	
CNC Machine Operator	20.50
Maintenance Engineer	28.00
MIG Fluxcore Structural Steel Welder	18.00
MIG Solidwire Production Welder	21.00
Sheet Metal Worker	19.00
Stainless Fabricator Welder	19.50
Stainless TIG Welder	23.00
Structural Rigger	21.00
Trade Qualified Fitter	30.00
Trade Qualified Sheet Metal Worker	22.00
Trade Qualified Structural Steel Fabricator Welder	21.50
MANUFACTURING, PRODUCTION & LOGISTICS	
Assembly Worker	21.00
Class 2 Driver	19.00
Class 2 Truck Driver	19.00
Class 4 Driver (Spreading, Water, Aggregate, Pump, etc.)	20.00
Class 4 Truck Driver	21.50
Class 5 Driver (Aggregate)	23.50
Class 5 Truck and Trailer Driver	23.00
Counter Balance Forklift Driver	18.00
Inventory Controller / Quality Controller	19.50
Paint Shop / Coating Applicator	18.00
Press / Print / Folding / Cutting Machine Operator	19.00

ROLE GROUP	MEDIAN REMUNERATION (\$P/H)
Production Line Worker	21.50
Reach / Hi-Lo / Turret Forklift Driver	19.00
Runner / Driver Mate	17.00
Stocktaker	23.00
Supervisor / Team Leader	24.50
Warehouse Labourer / Pick Packer	18.00
TRADES & SERVICES	
Arbourist	23.00
Auto Electrician	26.00
Commercial Carpenter	20.00
Concrete Finisher	20.00
Concrete Formworker	16.50
Construction Labourer	18.00
Crane Operator	24.00
Diesel Mechanic	30.00
Dogman	19.00
Electrician	25.00
Glazier	22.00
Hammer Hand	19.00
Handyman	20.00
Industrial Spray Painter	24.00
Joiner	22.50
Landscaper	20.50
Mechanic	24.00
Painter	21.00
Panel Beater	25.50
Plasterer	18.50
Plumber	21.00
Precaster	19.00
Residential Carpenter	23.00
Roofer	20.00
Sandblaster	24.00
Scaffolder	20.00
Skilled Labourer	20.00
Steel Fixer	24.00
Tiler	23.50
Trade Assistant	19.00

Salary Index - Southland

ROLE GROUP	MEDIAN REMUNERATION (\$P/H)
COMMERCIAL & HOSPITALITY	
Accounts Payable / Receivable	22.00
Administrator	21.00
Cleaner	16.50
Customer Service Representative	18.00
Food Prep: Boning / Filleting / Knifehand	18.00
Front Counter / Receptionist	19.50
Health & Safety Coordinator	19.00
Wait Staff / Hospitality	18.00
CONSTRUCTION & INFRASTRUCTURE	
Excavator Operator	26.00
Foreman	26.00
General Labourer	18.75
Grader Operator	27.00
Level 1 Site Traffic Management Supervisor	18.00
Loader Operator	21.00
Pilot Driver	24.00
Traffic Controller	20.00
ENGINEERING	
Maintenance Engineer	30.00
MIG Fluxcore Structural Steel Welder	18.00
MIG Solidwire Production Welder	19.00
Sheet Metal Worker	22.00
Stainless Fabricator Welder	26.00
Stainless TIG Welder	25.00
Structural Rigger	30.00
Trade Qualified Fitter	28.00
Trade Qualified Structural Steel Fabricator Welder	23.50
MANUFACTURING, PRODUCTION & LOGISTICS	
Assembly Worker	17.50
Class 2 Driver	21.00
Class 2 Truck Driver	20.00
Class 4 Driver (Spreading, Water, Aggregate, Pump, etc.)	20.00
Class 4 Truck Driver	18.00
Class 5 Driver (Aggregate)	24.00
Class 5 Truck and Trailer Driver	24.00
Counter Balance Forklift Driver	18.00
Production Line Worker	23.50
Reach / Hi-Lo / Turret Forklift Driver	23.50
Runner / Driver Mate	17.00
Stocktaker	19.25
Supervisor / Team Leader	24.00

ROLE GROUP	MEDIAN REMUNERATION (\$P/H)
Warehouse Labourer / Pick Packer	19.00
TRADES & SERVICES	
Auto Electrician	16.50
Brick / Blocklayer	21.50
Commercial Carpenter	28.50
Concrete Finisher	19.00
Construction Labourer	19.00
Crane Operator	26.50
Diesel Mechanic	26.50
Dogman	20.00
Electrician	29.00
Glazier	18.50
Hammer Hand	23.00
Handyman	45.00
Joiner	22.50
Mechanic	23.00
Painter	24.00
Panel Beater	23.00
Plasterer	27.00
Plumber	27.50
Residential Carpenter	23.00
Roofer	23.50
Scaffolder	30.00
Skilled Labourer	19.50
Steel Fixer	20.00
Tiler	23.00
Trade Assistant	25.00

Salary Index - Taranaki

ROLE GROUP	MEDIAN REMUNERATION (\$P/H)
COMMERCIAL & HOSPITALITY	
Accounts Payable / Receivable	20.00
Administrator	24.00
Cleaner	17.00
Customer Service Representative	21.00
Food Prep: Boning / Filleting / Knifehand	20.00
Front Counter / Receptionist	21.50
Health & Safety Coordinator	32.00
Wait Staff / Hospitality	17.50
CONSTRUCTION & INFRASTRUCTURE	
Articulated Dump Truck Driver	23.00
Excavator Operator	25.00
Foreman	31.00
General Labourer	19.25
Level 1 Site Traffic Management Supervisor	17.00
Loader Operator	22.00
Traffic Controller	18.00
ENGINEERING	
CNC Machine Operator	21.00
Maintenance Engineer	30.50
MIG Fluxcore Structural Steel Welder	17.00
MIG Solidwire Production Welder	23.00
Sheet Metal Worker	25.00
Stainless Fabricator Welder	28.00
Stainless TIG Welder	28.00
Trade Qualified Fitter	29.00
Trade Qualified Sheet Metal Worker	30.00
Trade Qualified Structural Steel Fabricator Welder	30.50
MANUFACTURING, PRODUCTION & LOGISTICS	
Class 2 Driver	20.00
Class 2 Truck Driver	20.00
Class 4 Driver (Spreading, Water, Aggregate, Pump, etc.)	20.00
Class 4 Truck Driver	24.00
Class 5 Driver (Aggregate)	22.00
Class 5 Truck and Trailer Driver	23.00
Counter Balance Forklift Driver	24.50
Inventory Controller / Quality Controller	21.00
Paint Shop / Coating Applicator	18.00
Press / Print / Folding / Cutting Machine Operator	27.00
Production Line Worker	28.00
Reach / Hi-Lo / Turret Forklift Driver	26.00
Supervisor / Team Leader	29.00

ROLE GROUP	MEDIAN REMUNERATION (\$P/H)
Warehouse Labourer / Pick Packer	19.00
TRADES & SERVICES	
Arbourist	21.00
Auto Electrician	31.00
Brick / Blocklayer	26.00
Commercial Carpenter	27.00
Concrete Finisher	18.00
Concrete Formworker	25.00
Construction Labourer	18.00
Crane Operator	22.00
Diesel Mechanic	23.00
Electrician	29.00
Glazier	23.00
Hammer Hand	20.00
Handyman	18.00
Joiner	17.50
Landscaper	25.00
Mechanic	27.50
Painter	20.50
Panel Beater	23.00
Plasterer	28.00
Plumber	27.00
Residential Carpenter	24.00
Roofer	33.50
Sandblaster	29.00
Scaffolder	22.00
Skilled Labourer	23.00
Steel Fixer	24.00
Trade Assistant	24.00

Salary Index - Waikato

ROLE GROUP	MEDIAN REMUNERATION (\$P/H)
COMMERCIAL & HOSPITALITY	
Accounts Payable / Receivable	24.00
Administrator	22.00
Cleaner	17.50
Customer Service Representative	20.00
Food Prep: Boning / Filleting / Knifehand	20.00
Front Counter / Receptionist	20.00
Health & Safety Coordinator	29.50
Wait Staff / Hospitality	17.00
CONSTRUCTION & INFRASTRUCTURE	
Articulated Dump Truck Driver	22.00
Excavator Operator	24.50
Foreman	30.00
General Labourer	18.00
Grader Operator	21.50
Level 1 Site Traffic Management Supervisor	21.50
Loader Operator	23.00
Pilot Driver	16.50
Traffic Controller	18.50
ENGINEERING	
CNC Machine Operator	26.00
Maintenance Engineer	29.00
MIG Fluxcore Structural Steel Welder	20.00
MIG Solidwire Production Welder	23.00
Sheet Metal Worker	25.00
Stainless Fabricator Welder	23.00
Stainless TIG Welder	27.00
Stick/ARC Structural Steel Site Welder	25.00
Structural Rigger	27.00
Trade Qualified Fitter	31.00
Trade Qualified Sheet Metal Worker	28.00
Trade Qualified Structural Steel Fabricator Welder	26.00
MANUFACTURING, PRODUCTION & LOGISTICS	
Assembly Worker	22.00
Class 2 Driver	20.00
Class 2 Truck Driver	19.50
Class 4 Driver (Spreading, Water, Aggregate, Pump, etc.)	21.00
Class 4 Truck Driver	20.50
Class 5 Driver (Aggregate)	23.00
Class 5 Truck and Trailer Driver	24.00
Counter Balance Forklift Driver	20.00
Inventory Controller / Quality Controller	24.00

ROLE GROUP	MEDIAN REMUNERATION (\$P/H)
Paint Shop / Coating Applicator	19.00
Press / Print / Folding / Cutting Machine Operator	24.00
Production Line Worker	21.50
Reach / Hi-Lo / Turret Forklift Driver	22.00
Runner / Driver Mate	19.00
Stocktaker	19.00
Supervisor / Team Leader	25.50
Warehouse Labourer / Pick Packer	18.00
TRADES & SERVICES	
Arbourist	26.00
Auto Electrician	23.00
Brick / Blocklayer	30.00
Commercial Carpenter	23.00
Concrete Formworker	22.00
Construction Labourer	18.00
Crane Operator	25.00
Diesel Mechanic	28.00
Dogman	16.50
Electrician	30.00
Glazier	20.00
Hammer Hand	18.00
Handyman	35.50
Industrial Spray Painter	26.00
Joiner	22.00
Landscaper	20.00
Mechanic	24.50
Painter	20.00
Panel Beater	19.00
Plasterer	22.00
Plumber	26.00
Residential Carpenter	24.00
Roofer	25.00
Scaffolder	19.00
Skilled Labourer	21.00
Steel Fixer	22.00
Tiler	21.00
Trade Assistant	19.00

Salary Index - Wellington

ROLE GROUP	MEDIAN REMUNERATION (\$P/H)
COMMERCIAL & HOSPITALITY	
Accounts Payable / Receivable	21.00
Administrator	24.50
Cleaner	16.50
Customer Service Representative	20.00
Food Prep: Boning / Filleting / Knifehand	22.00
Front Counter / Receptionist	20.00
Health & Safety Coordinator	25.50
Wait Staff / Hospitality	17.00
CONSTRUCTION & INFRASTRUCTURE	
Articulated Dump Truck Driver	24.00
Excavator Operator	24.50
Foreman	30.00
General Labourer	20.00
Grader Operator	30.00
Level 1 Site Traffic Management Supervisor	17.75
Loader Operator	33.00
Roller Operator	22.00
Traffic Controller	18.00
ENGINEERING	
CNC Machine Operator	20.00
Maintenance Engineer	32.00
MIG Fluxcore Structural Steel Welder	21.00
MIG Solidwire Production Welder	20.00
Stainless Fabricator Welder	19.00
Structural Rigger	20.00
Trade Qualified Fitter	28.50
Trade Qualified Sheet Metal Worker	31.00
Trade Qualified Structural Steel Fabricator Welder	21.00
MANUFACTURING, PRODUCTION & LOGISTICS	
Assembly Worker	18.00
Class 2 Driver	20.00
Class 2 Truck Driver	21.00
Class 4 Driver (Spreading, Water, Aggregate, Pump, etc.)	21.00
Class 4 Truck Driver	23.50
Class 5 Driver (Aggregate)	24.00
Class 5 Truck and Trailer Driver	24.00
Counter Balance Forklift Driver	18.00
Inventory Controller / Quality Controller	20.00
Press / Print / Folding / Cutting Machine Operator	23.00
Production Line Worker	18.00
Reach / Hi-Lo / Turret Forklift Driver	18.00

ROLE GROUP	MEDIAN REMUNERATION (\$P/H)
Runner / Driver Mate	17.50
Stocktaker	17.50
Supervisor / Team Leader	24.00
Warehouse Labourer / Pick Packer	18.00
TRADES & SERVICES	
Arbourist	24.50
Auto Electrician	22.00
Brick / Blocklayer	16.50
Commercial Carpenter	27.00
Concrete Finisher	24.00
Concrete Formworker	25.00
Construction Labourer	18.00
Crane Operator	32.00
Diesel Mechanic	30.00
Dogman	21.00
Electrician	29.00
Glazier	23.00
Hammer Hand	21.50
Handyman	23.50
Industrial Spray Painter	22.50
Joiner	21.50
Landscaper	23.00
Mechanic	24.00
Painter	20.00
Panel Beater	26.00
Plasterer	30.00
Plumber	25.00
Residential Carpenter	27.00
Roofer	27.00
Scaffolder	25.00
Skilled Labourer	20.50
Steel Fixer	20.00
Tiler	28.50
Trade Assistant	18.50

Salary Index - West Coast

ROLE GROUP	MEDIAN REMUNERATION (\$P/H)
COMMERCIAL & HOSPITALITY	
Cleaner	16.50
Customer Service Representative	17.50
Food Prep: Boning / Filleting / Knifehand	17.00
Health & Safety Coordinator	26.00
Wait Staff / Hospitality	20.00
CONSTRUCTION & INFRASTRUCTURE	
Articulated Dump Truck Driver	20.00
Excavator Operator	27.50
General Labourer	18.50
Roller Operator	22.00
ENGINEERING	
CNC Machine Operator	29.00
MIG Fluxcore Structural Steel Welder	29.00
MIG Solidwire Production Welder	23.00
Trade Qualified Fitter	37.00
Trade Qualified Structural Steel Fabricator Welder	33.00
MANUFACTURING, PRODUCTION & LOGISTICS	
Assembly Worker	21.00
Class 4 Driver (Spreading, Water, Aggregate, Pump, etc.)	27.00
Class 4 Truck Driver	22.00
Class 5 Driver (Aggregate)	24.00
Class 5 Truck and Trailer Driver	26.00
Counter Balance Forklift Driver	23.00
Production Line Worker	18.50
Supervisor / Team Leader	20.00
Warehouse Labourer / Pick Packer	20.00
TRADES & SERVICES	
Auto Electrician	23.00
Commercial Carpenter	21.00
Construction Labourer	20.00
Diesel Mechanic	30.00
Electrician	27.00
Glazier	19.50
Hammer Hand	18.75
Panel Beater	20.00
Plumber	16.50
Residential Carpenter	23.50
Skilled Labourer	23.50

About OneStaff

OneStaff is the leading provider of specialist staffing solutions for New Zealand's industrial and commercial sectors.

We pair skilled workers with recruitment professionals, keeping individuals, businesses and communities working. Our recruitment specialists operate all over the country, bringing a unique and highly trained set of skills to both sides of the working relationship. They have the perfect blend of industry knowledge and recruitment experience to service the needs of our clients and candidates.

Since 1997, we have successfully tailored staffing solutions to each of the regions in which we operate. We have grown to become the leading staffing provider for the industrial and commercial operations of many of New Zealand's most successful organisations.

We invite you to grow with us as we work together, encouraging and supporting each other to excel in our respective fields. Through this, we aim to create a mutually beneficial culture where the experience of our candidates and clients matches the award-winning solutions we provide.

We're not just hiring the right people for the right jobs – we're helping to keep the country working.



Integrity

We act with integrity in everything that we do. We're in the business of great work.



Honesty

Honesty is our best business policy. We speak up in the name of what's right.



Transparency

Transparency creates an organisation people can see themselves working with.



Accountability

Our intent is always perfect service. We own our decisions, recommendations, actions and results.

In addition to this, we provide each candidate with a tailored service. One with a national capability tempered with strong local expertise. The longevity of our people is a point of pride within our company as is their ability to supply both industrial and corporate sectors in a niche capacity.



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